

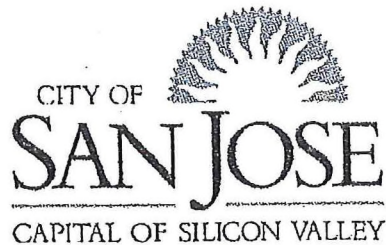
Memorandum of Agreement

City of San José

and

International Association of Firefighters

Local 230



July 1, 2009 – June 30, 2013

- 2.3 Although the City reserves the right to establish new classifications, transfer employees, assign work and exercise other management rights, the parties agree that they will meet and confer if any such City action materially reduces existing bargaining unit work and, if no agreement is reached, will pursue the remedies provided under the San José City Charter Section 1111.
- 2.4 The City agrees to meet and confer with the Union prior to contracting out work currently performed by bargaining unit members whenever such contracting out would result in material reduction of work done by bargaining unit members or would have significant adverse impact on bargaining unit work. This provision shall not apply to the following:
- a) authority previously granted to City under this Agreement for Civilianization of Functions, which may be exercised by the City without further meeting and conferring.

ARTICLE 3 PURPOSE

The parties agree that the purpose of this Memorandum of Agreement is: To promote and provide harmonious relations, cooperation and understanding between the City and the employees covered herein; to provide an orderly and equitable means of resolving differences which may arise under this Agreement, and to set forth the full agreements of the parties reached as a result of meeting and conferring in good faith regarding wages, hours and other terms and conditions of employment of the employees represented by the International Association of Firefighters, Local #230.

- 3.1 Whenever a male gender is used in this Agreement it shall be construed to include male and female employees except where inappropriate to do so.

ARTICLE 4 DEFINITION

For the purposes of this Memorandum of Agreement, words, phrases and terms used herein shall be deemed to have the meanings specified in Section 2, Definitions, of Resolution No. 39367 of the Council of the City of San José and in Part 2, Definitions of Chapter 3.04 of Title III of the San José Municipal Code unless it is apparent from the text that a different meaning is intended.

ARTICLE 5 WAGES AND SPECIAL PAY

5.1 Wages and Special Adjustments

Effective June 26, 2011, all salary ranges for employees represented by IAFF, Local 230 shall be decreased by approximately 10.0%. This will result in the top and bottom of the range of all classifications represented by IAFF, Local 230 being 10.0% lower. All employees will receive a 10.0% base pay reduction.

The wage increases are approximate in accordance with current City of San José payroll tables. Salary ranges are attached hereto as "Exhibit I".